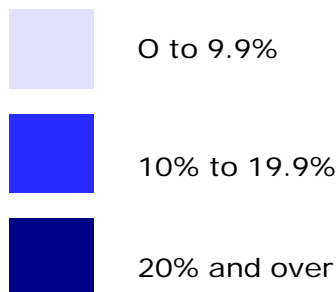
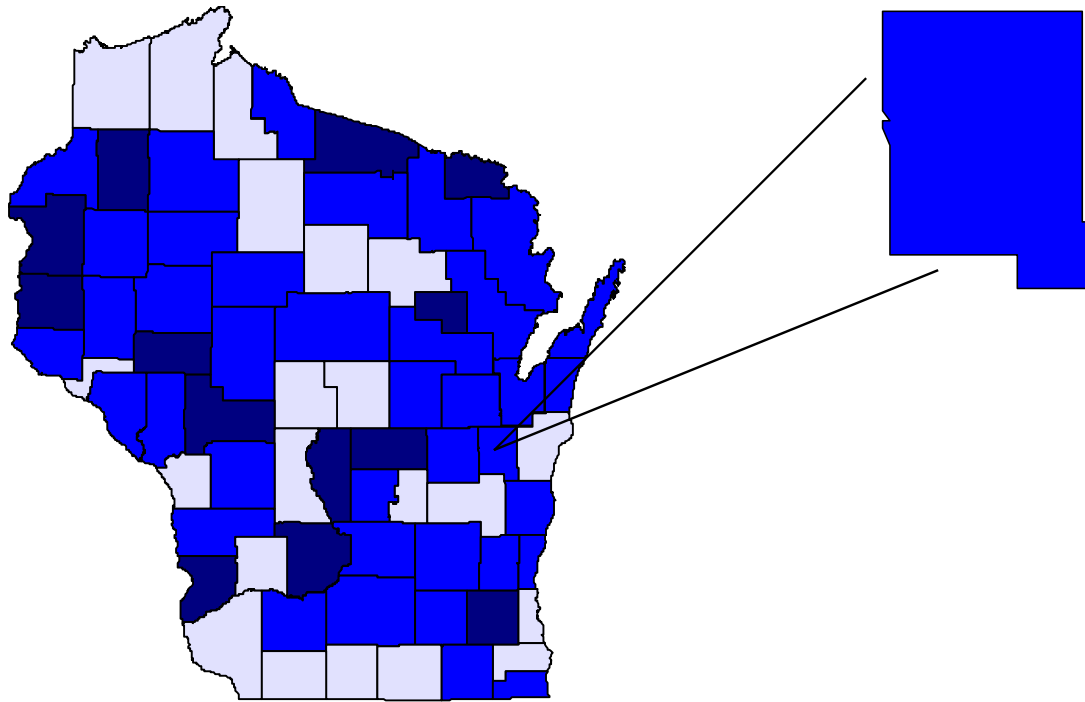


Calumet County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Calumet County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

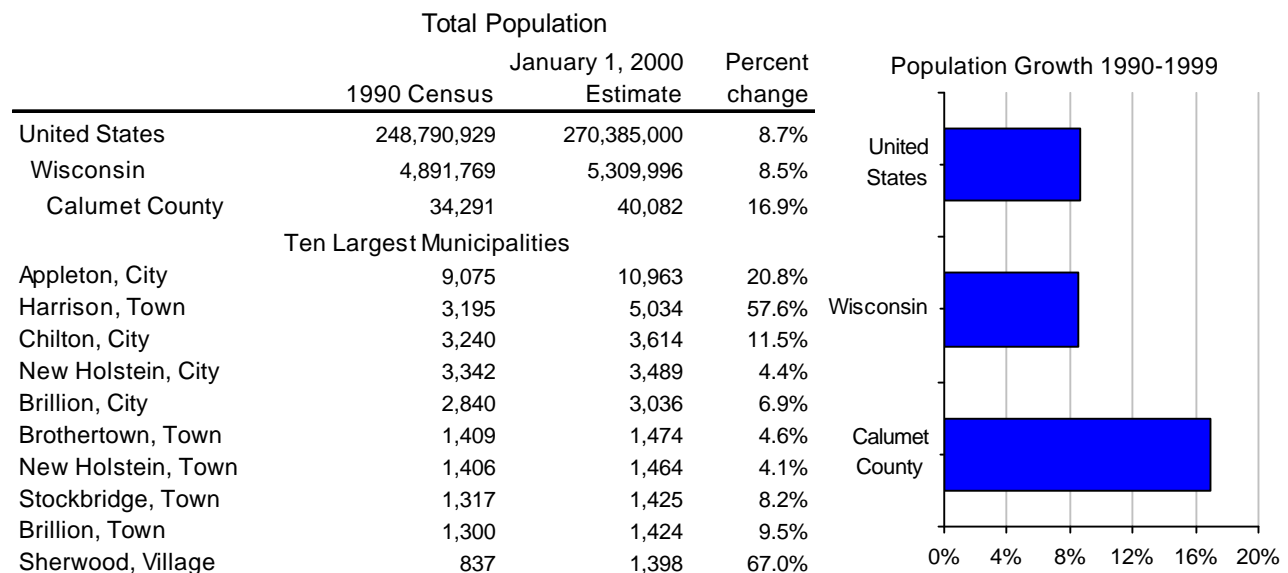
A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Dan Curtin, by telephone (920-232-6270) or email (curtid@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Calumet County Population and Civilian Labor Force

Calumet County's population increased an estimated 16.9 percent between the 1990 and the January 2000 estimate. The county's population is growing at nearly twice the rate as that of the state and the nation. The fastest growing areas of the county are the Village of Sherwood and the Township of Harrison. Both areas have become attractive in recent years to families wanting to work in the Fox Cities area, but also wanting to enjoy a more rural setting in which to raise their families. Total population between 1990 and the January 2000 estimate grew by 5,791, of which 1,888 (32.6 percent) were in the City of Appleton portion of the county. The tri-county express way, which opened the east side of the city to greater economic development in recent years, has also been a major factor in promoting the tremendous growth in new housing since it has vastly improved travel time to and from the area.

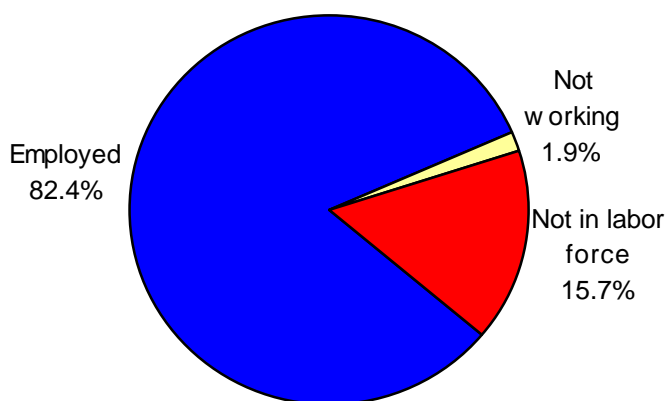


* Calumet County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that many people who are not working are not included in the Bureau of Labor Statistics definition of unemployed. People who choose not to work, or have become discouraged and stopped looking for work, are not included.) While Calumet County's population has increased by 14.6 percent since 1990, the labor force has increased by 13.6 percent. The difference between the labor force growth rate and the total population growth rate indicates a change in the composition of the population. A larger portion of the resident population is 16 and older. Consequently, a larger portion of the population is now available for and in the labor force.

1999 Labor Force Participation



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

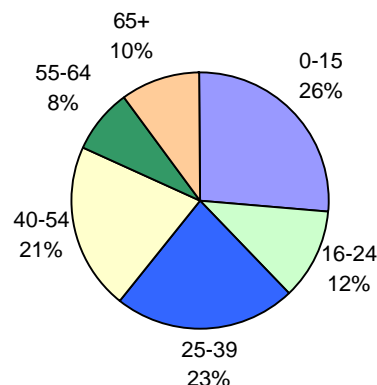
The term used to describe the relationship between the labor force and population is the participation rate. Calumet County has a larger participation rate than does the State of Wisconsin and the United States. Calumet County's labor force participation rate is 84.3 percent. This is one of Wisconsin's highest rates. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are often partly the result of the economic conditions of an area and partly the result of the demographic conditions of an area.

Calumet county has a lower population than the surrounding counties, but it offers a tremendous industrial base of good paying manufacturing jobs, hence, the high rate of participation in the labor force.

The 54.6 percent increase in labor force aged population between the ages of 40 and 54 (see table below) is the result of the aging of the baby-boom generation. Of major significance to employers has been the larger growth in the number of younger workers. Growth in the number of 16 to 24 year olds has increased at nearly twice the rate of the total population. This is good news for retail and service industries that traditionally hire large numbers of young workers, many of them students, willing to work part time hours and flexible shifts in occupations that pay near the lower end of the pay spectrum.

Calumet County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	9,464	10,528	11.2%
16-24	3,928	4,626	17.7%
25-39	8,960	9,119	1.8%
40-54	5,496	8,496	54.6%
55-64	2,695	3,300	22.5%
65+	3,748	4,014	7.1%



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

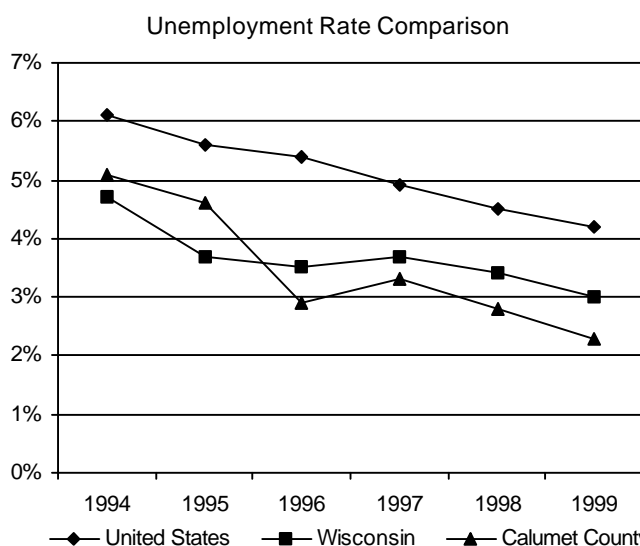
Calumet County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	23,800	24,300	24,800	25,100	25,100	24,700
Employed	22,600	23,200	24,100	24,300	24,400	24,100
Unemployed	1,200	1,110	710	830	690	560
Unemployment Rate	5.1%	4.6%	2.9%	3.3%	2.8%	2.3%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

In the past five years, the number of Calumet County workers employed has increased from 22,600 to 24,100, an absolute increase of 1,500. This represents a 6.6 percent growth rate over a five year period, and it is the growth rate one would expect in a labor market dominated by durable goods manufacturing companies. Economic growth and a strong outbound commuting pattern has helped reduce unemployment in the county from 5.1 percent in 1994 to 2.3 percent in 1999. This rate is lower than that of both the state and the nation during those two periods.

While economic growth in Calumet County has not been explosive (as it has been in the Fox Cities area, for example) it seems to have been well planned and deliberate, and while there has been good growth it has not been at the expense of quality of life in the county.



Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

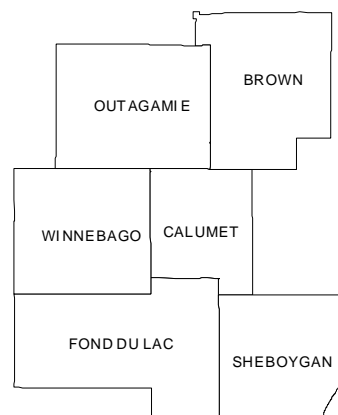
Calumet County Commuting Patterns

	Commute Into	Commute From	Net Commute
Outagamie County	4,691	817	-3,874
Brown County	316	348	32
Winnebago County	2,622	375	-2,247
Fond du Lac County	204	570	366
Manitowoc County	194	1,370	1,176
Sheboygan County	554	362	-192
Total	8,581	3,842	-4,739

Work in Calumet County

8,689

Source: WI DWD, BLMICS. *Wisconsin's Commuting Patterns*, 1994.



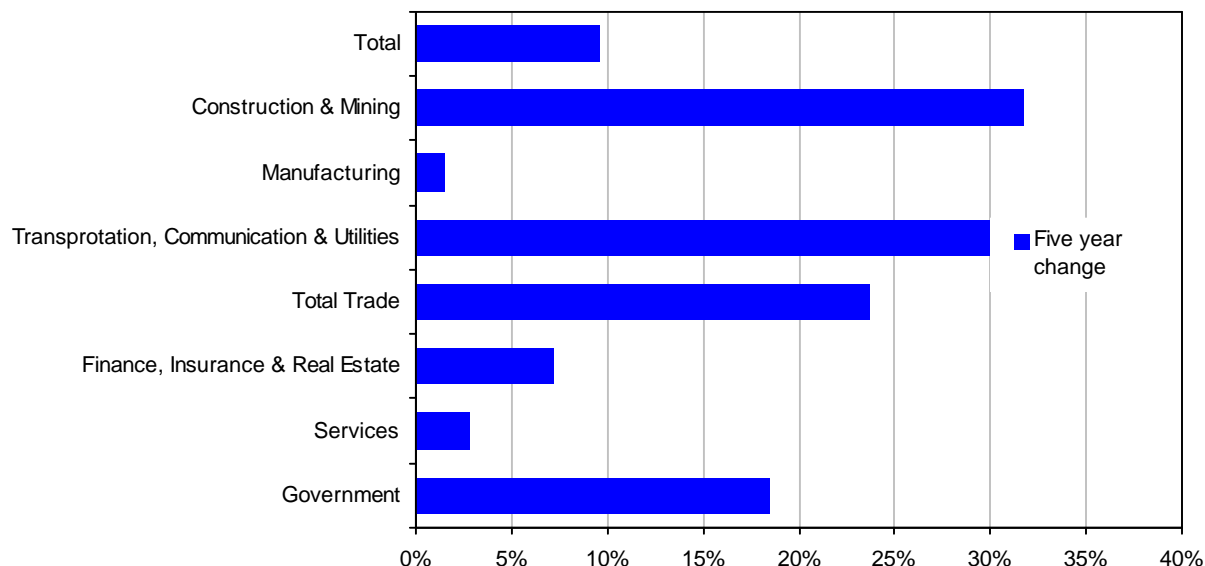
Calumet County workers are very mobile. Almost 50 percent of all employed Calumet County residents work outside of the county. Outagamie County is the destination for 54.7 percent of the outbound commuters. Another 30.6 percent commute to Winnebago County. Many work in the paper industry in Outagamie and Winnebago Counties.

The continued commercial expansion on Appleton's east side will continue to attract Calumet County residents to new jobs. The large number of jobs in manufacturing, such as at Lauson Engine in New Holstein, are the reason for workers commuting from Fond du Lac, Sheboygan, and Manitowoc Counties.

Calumet County has a desirable quality of life. It's an excellent place to raise a family, and the communities are small-town friendly. While manufacturing industries in Calumet County offer excellent pay and benefits, the number of new manufacturing jobs is not sufficient for the population growth, hence nearly 50 percent of the resident workers travel elsewhere to work but maintain their residences in Calumet County. The completion of the 441 express way has given county residents easier access to U.S. Highway 41 and, therefore, faster access to the Fox Cities area.

The longest distance a few people come from to work in Calumet County is from the Oconto County area. There are also some commuters to the county from Wisconsin's famous Door County peninsula.

Calumet County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change 1 year	5 year
Total	11,782	11,955	12,633	12,829	12,633	12,910	2.2%	9.6%
Goods Producing	6,405	6,310	6,659	6,574	6,284	6,652	5.8%	3.9%
Construction & Mining	505	541	576	582	549	665	21.0%	31.7%
Manufacturing	5,900	5,769	6,083	5,992	5,735	5,987	4.4%	1.5%
Durable	5,060	4,978	5,250	5,125	4,947	5,183	4.8%	2.4%
Nondurable	841	792	832	868	788	806	2.3%	-4.2%
Service Producing	5,377	5,644	5,974	6,255	6,349	6,258	-1.4%	16.4%
Transportation, Communications & Utilities	220	258	287	295	295	299	1.6%	35.7%
Total Trade	2,185	2,286	2,594	2,744	2,753	2,703	-1.8%	23.7%
Wholesale	531	548	536	599	670	673	0.5%	26.9%
Retail	1,654	1,737	2,058	2,145	2,082	2,030	-2.5%	22.7%
Finance, Insurance, and Real Estate	304	326	327	319	325	326	0.5%	7.2%
Services & Misc.	1,476	1,550	1,514	1,606	1,621	1,517	-6.4%	2.8%
Total Government	1,192	1,225	1,253	1,291	1,356	1,412	4.1%	18.5%

Source: WI DWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs without consideration of where the job-holder lives. Thus, this information is often referred to as "place of work" data. Calumet County has a large number of residents who commute outside of the county to their jobs; this, as well as high labor force participation rates generates low unemployment. However, it also makes for a tight labor market. The county's labor force increased 3.8 percent between 1994 and 1999, while nonfarm wage and salary employment grew by 9.6 percent, hence, a labor shortage was born.

Calumet County, outside of farm employment, remains a manufacturing county. More than 51 and a half percent of all jobs in the county are manufacturing jobs, and durable goods manufacturing accounts for 86.6 percent of all manufacturing jobs. During the past five years this sector has grown by over 31.0 percent. Overall, the increase in nonfarm jobs for the five year period was 9.6 percent. The only area of decline was in nondurable goods, where employment declined by 4.2 percent in five years. The largest relative growth was in the area of transportation, communications, and utilities. This sector grew by 35.7 percent (79 jobs).

Calumet County's Largest Industries and Employers

Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Industrial Machinery And Equipment	11	3,091	158	-350
Primary Metal Industries	*	*	*	*
Eating And Drinking Places	46	861	74	159
Educational Services	6	620	*	*
Fabricated Metal Products	9	583	-57	110
Executive, Legislative, And General	16	567	25	-17
Food And Kindred Products	*	*	*	*
Wholesale Trade-Durable Goods	26	533	17	156
Health Services	31	508	12	22
Special Trade Contractors	75	500	58	204

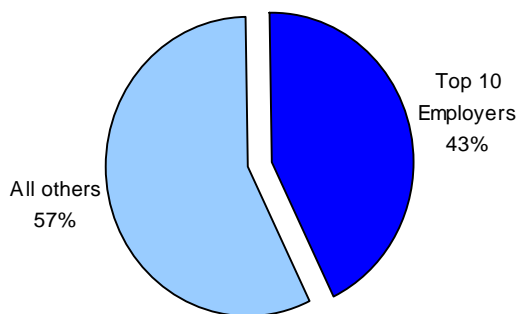
*data suppressed to maintain confidentiality

Top 10 Employers

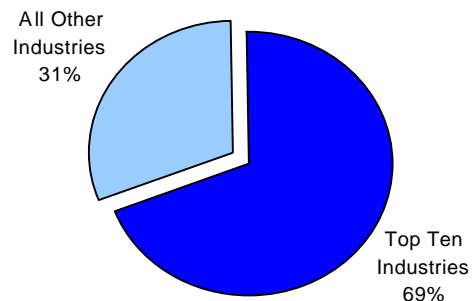
Company	Product or Service	Size
Tecumseh Products Co	Lawn mower & Snomobile Engines	1000+
Brillion Iron Works Inc	Iron Castings	1000+
Ariens Co	Yard & Garden Equipment	1000+
County Of Calumet	Government Services	1000+
Western Industries Inc	Steel Tanks & Cylinders	500-999
Ameriquip Corp	Heavy Equipment	500-999
Kaytee Products Inc	Bird Seed	500-999
Buechel Stone Corp	Dimension Buidling Stone	500-999
Endries Intl Inc	Fasteners	250-499
New Holstein Public School	Public School District	250-499

Source: WIDWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LM I benchmark 2000.

Top 10 Employers Share of
Nonfarm Employment



Top 10 Industry Groups
Share of Nonfarm Employment



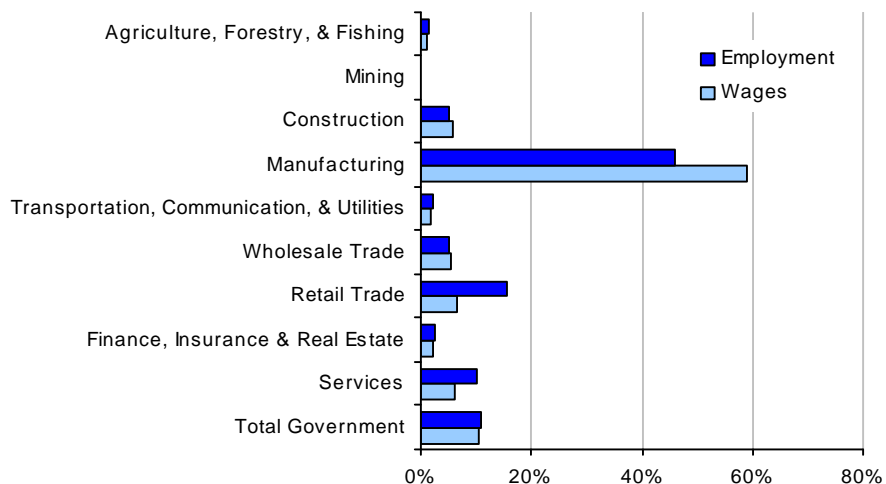
There were a total of 709 private sector employers in Calumet County at the end of 1999. The top ten private sector employers employ 43 percent of all workers working in the County. Eight of the ten largest private employers are in the manufacturing industry sector. Four of the ten largest industry groups are in manufacturing.

Four manufacturing industries in the county make up 62 percent of the ten largest industries in the county. Eating and drinking establishments make up a large portion of the employment in Calumet County with nearly 900 workers employed in this industry. Of major importance is the educational services industry. This is made up primarily of local school districts, private schools, and the state technical colleges. This industry group was the fourth largest in the county.

Calumet County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$26,575	\$29,609	89.8%	6.7%	17.5%	12,542
Agriculture, Forestry, & Fishing	\$21,286	\$21,499	99.0%	1.0%	35.3%	190
Mining	*	\$39,968	*	*	*	*
Construction	\$29,966	\$36,772	81.5%	4.2%	21.0%	638
Manufacturing	\$34,251	\$37,773	90.7%	6.0%	19.5%	5,745
Transportation, Communications, & Utilities	\$21,620	\$34,523	62.6%	10.9%	27.5%	287
Wholesale Trade	\$28,916	\$38,048	76.0%	8.2%	27.0%	646
Retail Trade	\$11,138	\$15,066	73.9%	8.8%	15.0%	1,948
Finance, Insurance, & Real estate	\$21,696	\$37,911	57.2%	7.8%	23.9%	313
Services	\$16,059	\$26,041	61.7%	-2.0%	11.4%	1,266
Total Government	\$25,955	\$32,017	81.1%	1.9%	19.1%	1,355

Total Employment and Wage Distribution by Industry Division



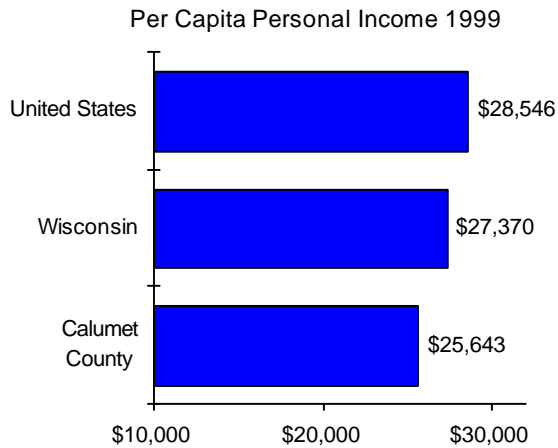
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

The greatest differential in average wages between Calumet County and statewide levels occurred within the transportation, communications, & utilities industry (62.6 percent of the state average). This industry has only 2.3 percent of industry employment, and it accounts for only 1.9 percent of wages paid by area industries. Adjacent counties like Brown and Outagamie have much larger employment levels as well as major employers in transportation, communication and utilities. They also have average wages nearly twice the average of utility wages paid in Calumet County.

Manufacturing employment represents 44.9 percent of total employment and 60.8 percent of wages paid in Calumet County. Some of the differential can be attributed to several large employers which have collective bargaining agreements. Overtime wages also influence the total earnings of manufacturing workers.

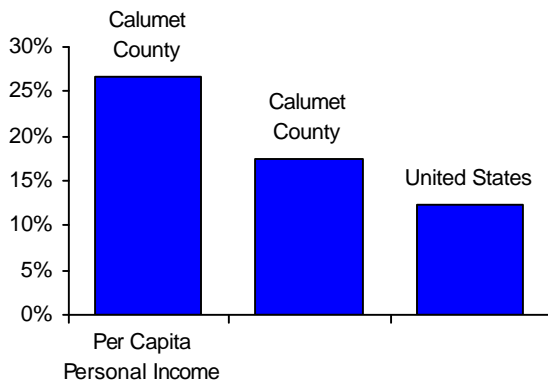
Retail trade employment represents 16.3 percent of employment, yet only 6.6 percent of the wages paid in Calumet County. The wages in the retail industry represent a significantly smaller proportion of total wages than employment, because the industry employs a large number of entry-level workers and over 40 percent of the employment is part-time. Retail average hourly pay rates are also lower than those in other industries.

Calumet County Wage and Income Data



Per capita income is total income divided by the total number of residents. Income includes wages earned, dividends from investments, and transfer payments from the government. Calumet County's per capita income ranked 18th highest of Wisconsin's 72 counties during 1999. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents. Per capita income can influence the type of services and housing available within a county.

Over the past five years, Calumet County per capita income has increased by 26.6 percent and wages earned in Calumet County have increased by 20.9 percent. A major reason for the 5.7 percent larger increase in per capita income is the large number of Calumet County residents who work in other counties, especially Outagamie and Winnebago Counties, where there are more opportunities for higher paying professional and technical jobs than there are in Calumet County.



Per Capita Personal Income

							Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Calumet County	\$20,262	\$21,064	\$22,080	\$22,905	\$24,048	\$25,643	6.6%	26.6%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Automotive Mechanic	\$ 12.46	\$ 11.92
Carpenter	\$ 15.28	\$ 15.21
General Office Clerk	\$ 10.23	\$ 10.10
Industrial Truck Operator	\$ 13.36	\$ 13.37
Machine Assembler	\$ 12.92	\$ 11.37
Machine Feeder/Offbearer	\$ 10.73	\$ 9.90
Machine Maintenance Mechanic	\$ 16.32	\$ 16.62
Machinist	\$ 15.55	\$ 15.53
Mechanical Engineer	\$ 24.56	\$ 23.41
Millwrights	\$ 20.34	\$ 19.62
Receptionist	\$ 8.92	\$ 8.80
Registered Nurse	\$ 17.92	\$ 18.08
Salesperson, Retail	\$ 9.04	\$ 7.46
Truck Drivers, Heavy & Semi	\$ 16.18	\$ 16.88
Welder & Cutter	\$ 15.69	\$ 13.56

Source: BWI, 1999 OES Wage Survey, Appleton/Oshkosh/Neenah MSA.

The wages for the selected occupations in this table were reported by employers in the Appleton/Oshkosh/Neenah metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Calumet County is part of the MSA mentioned above.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage. If the mean and median are relatively close the labor market for that particular worker is probably tight or very competitive. If the median is significantly below the mean, an employer offering mean wages should capture most of the market. Similarly, for workers in that occupation it will be difficult to find the job which pays the mean wage.